

HSPS30-Sustainability

Introduction

Downwell Enabling Limited has a responsibility to minimise our impact on society and the natural environment when we design, build and manage facilities. We work closely with our employees, customers, suppliers and subcontractors on all aspects of sustainability. We strive to balance short- and long-term interests, and to make economic, environmental and social considerations integral to our decision-making. We engage in dialogue with our partners and those who are affected by our activities. We maintain a sustainability microsite to facilitate this.

We are committed to being a responsible business. This means conducting our activities according to rigorous ethical, professional and legal standards. We will not condone corruption, bribery or unfair competition. People: adding value for customers, employees, business partners and the community.

Customers

We strive to exceed client expectations. We work in partnership with our customers to deliver good quality projects on time, safely and with due regard to the environment. We develop low carbon options whenever possible for our customers and encourage them to choose sustainable design, materials and demolition methods. We aim to be the preferred supplier of low carbon solutions.

Community

We promote good community relations. By its very nature, our operational activities have an impact upon the local environment, end users and the wider community. We take a proactive stance in minimising disruption to our neighbours and seek to make a positive contribution to the local community by including the preferred use of local labour and services.

Education

We act as an ambassador for the demolition industry. We encourage young people to consider a career in demolition and highlight opportunities such as apprenticeships and graduate programs. When speaking with students, we actively promote the variety of sustainable demolition methods in use today.

Employees

We are committed to our employee's health and wellbeing. We create a safe and inspiring workplace environment for all our employees enabling them to develop their skill set and contribute to the growth of our business. The commitments to our people are as follows:

- Health and safety – Health and safety is our top priority. We are committed to continually improving the health and safety of our employees, subcontractors and those affected by our activities, including members of the public.

- Equality and diversity – We provide an inclusive working environment where everyone feels valued and respected. We are committed to equal opportunities and ensuring that we do not discriminate against anyone on the grounds of gender, marital status, race, colour, ethnicity, religion, sexual orientation, disability or age.
- Learning and development – We promote a learning culture and provide opportunities to equip our employees with the skills and knowledge they need to run our business successfully and to extend their personal development.

Supply chain

We procure responsibly We treat our supply chain partners fairly and responsibly. We work with our subcontractors and suppliers to ensure they operate in a safe and environmentally responsible way.

Together with our preferred partners we promote and develop sustainable solutions and best practices across the sector.

Energy

We strive to reduce our climate change impact. We will improve our energy efficiency, reduce our carbon emissions and work with our clients to do the same by providing them with low carbon solutions.

This will be achieved in one main respect and that's by investing in products such as HVO fuel in 2023 to reduce the carbon emission produced by the machinery used on our sites. We hope to see the entirety of site-based machinery and plant utilising HVO by the year 2025 with elimination of diesel fuel before the year 2030. This will reduce our carbon footprint substantially.

The company aim is to replace all current diesel-powered vehicles with fully electric LEV vehicles in the near future. We currently have 2 fully electric vehicles within the company fleet and plan on investing in more once the time arrives.

Planet

Downwell Group recognise our responsibility to future generations and the importance of reducing our carbon footprint.

Resources

We will improve resource efficiency. We believe in reducing the supply of natural resources used in our products. We collaborate with our clients and supply chain to use alternative materials and methods to optimise the use of raw materials. We also promote measures to recycle and minimise waste.

Environment

We will limit our environmental impact. We take all reasonable measures to ensure that our activities are conducted in a way that minimises our impact on the local environment. We promote good environmental practice and seek opportunities to enhance biodiversity on our projects.

Profit

Downwell Enabling is committed to creating economic value for all stakeholders.

Innovation

We innovate to identify balanced sustainable solutions. Innovation is essential for our company's success. Together with our partners in the value chain we will provide sustainable solutions that balance economic, environmental and social interests. This approach ensures that we use materials efficiently and deliver value to our customers.

Downwell Enabling rely on external innovators to implement new technology that we welcome within the company to further environment positivity and sustainability.

Prosperity

We believe that sustainability leads to economic prosperity. We aim to create value for our shareholders and society by operating both profitably and sustainably. We believe that by applying these principles we create value for our shareholders, customers, employees and wider society.

Signed: _____



Matt Phillips-CEO

Date: 03/03/2025